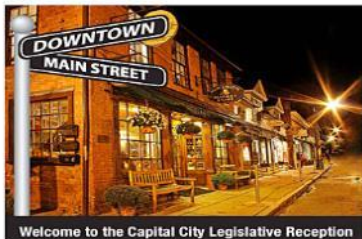


# Results Washington Overview

## *Health Disparities Council*

December 14, 2016





**Washington State Government**

Our journey includes the evolution  
of priority based budgeting,  
performance management, and  
lean management resulting in  
**Results Washington**



# RESULTS WASHINGTON JOURNEY | One Strategic Direction



Governor Jay Inslee

## A New Strategic Framework

### Vision

A **Working Washington** built on education and innovation ... where all Washingtonians thrive.

### Mission

- Foster the spirit of **continuous improvement**
- Enhance the conditions for **job creation**
- Prepare students for the future
- Value our **environment**, our **health** and our **people**

### Foundation

- **Create** a responsive, **innovative** and data driven culture of continuous improvement.
- **Recognize** Washington's rich **natural resources**, diverse **people** and entrepreneurial **drive**, and build upon our legacy.
- **Operate** state government with the expectation that success is dependent on the success of **all**.
- **Create** effective communication and transparency on **goals**, **measures** and **progress** in meeting expectations.
- **Deepen** our focus, understanding and commitment to our citizens: **Know our customers**.

### Goals



World-Class  
Education



Prosperous  
Economy



Sustainable Energy and  
a Clean Environment



Healthy and Safe  
Communities



Efficient, Effective and  
Accountable Government

### Measure & Improve

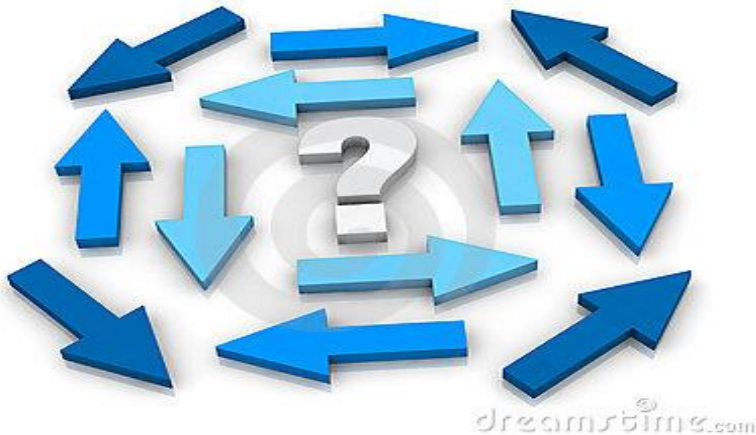
Building a more responsive, data-driven state government to get results:



[www.results.wa.gov](http://www.results.wa.gov)

# RESULTS WASHINGTON | Collaboration and alignment

**From “silos” of agencies...**



**...To aligned efforts**



# RESULTS WASHINGTON | Data-driven collaboration

## Governor and Executive Team



## Directors, Budget, and Policy



## Customers, Stakeholders, Partners, & Washingtonians

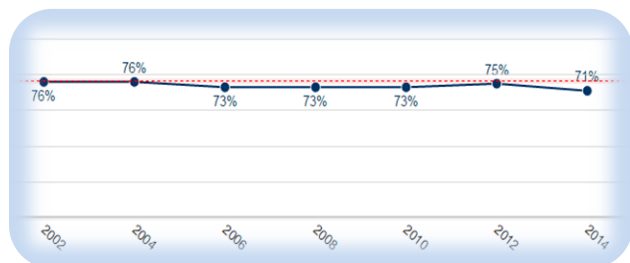


# RESULTS WASHINGTON | A systemic view of challenges



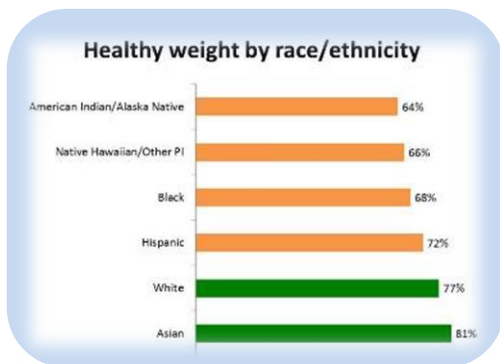


# RESULTS WASHINGTON | Measuring What Matters



## High Level Measure

## Disaggregated Data



## Strategies

- Creating the Healthiest Next Generation
- Safe Routes to School
- Breastfeeding Friendly Washington.
- Healthy Kids-Healthy Schools grants
- Educating parents and providers.
- Implementing the WIC Nutrition Program.

## Strategies

1.2.Y.b: Increase percentage of 10th graders with healthy weight

## Action Plan

<b>Problem / Opportunity</b> Many children do not eat breakfast before school and research shows that this has a negative impact on learning. Eating a healthy breakfast improves both health and academic achievement.	<b>Strategy</b> Increase the number of school children eating a healthy morning meal/snack at school.	<b>Task</b> Breakfast After the Bell. This program, started in several school districts, provides a healthy nutritious snack to school children when they first enter the classroom.	<b>Due Date</b> September <b>Status</b> On Track
<b>Problem / Opportunity</b> Many children have access to food and beverages at school through vending machines, school stores, canteens, and snack bars. The USDA defines these as competitive foods. Having guidelines in schools about the types of competitive foods and beverages sold can improve access to healthy foods and beverages throughout the school day.	<b>Strategy</b> Increase the number of schools in urban and rural areas implementing strong competitive food guidelines from 0 to 1584. This strategy supports the Healthiest Next Generation initiative to make sure children in school are active every day, playing in safe places, eating nutritious meals, and drinking clean water.	<b>Task</b> Assess training needs around implementation of the USDA's Smart Snacks in School nutrition standards, develop training workshops, contract with Action for Healthy Kids to coordinate, train school communities and provide technical assistance.	<b>Due Date</b> September <b>Status</b> On Track
<b>Partner Agency</b> DOH, OSPI			
<b>Task Lead</b> Allene Mares, DOH; Lisa Rakoz, OSPI			

# EXAMPLES | Disaggregated Measures



## Healthy and Safe Communities

1.2.A.d Increase percentage of adults with healthy weight



## World-Class Education

1.2.d Decrease opportunity gaps for all children through proficiency in ELA, math and science



## Healthy and Safe Communities

1.1 Decrease the infant mortality rate for children under the age of 1 year old



## World-Class Education

1.2 Increase percentage of students who graduate high school

# GOAL 5 | Current Effort

Culturally Competent  
Workforce

**Ultimate Goal**

...so that...

**Employees do their best work to  
serve the people of Washington**

*(As measured by business outcomes)*

...so that...

**Employees demonstrate  
cultural competence**

*(No measure yet)*

...so that...

**Our workforce reflects who we serve**

*% Women & POC in WMS & Exempt Positions  
% Women & POC in General Service Positions  
[Future] % Women & POC in Supervisor Positions*

**Our work environment is fair & inclusive**

*% Agreement on Inclusion/Fair Treatment  
from EE Survey Question  
[Future] \$/\$ Ratio of Women & POC Salary  
Relative to White Men*

# GOAL 5 | Current Effort

## Culturally Competent Workforce

### **1.4 Our workforce reflects who we serve**

Increase the percentage of women and people of color in exempt and WMS positions by a total of 2.8% by July 2020

#### **1.4.a Increase the representation of women in leadership positions**

Increase the percentage of women in exempt and WMS positions from 49.2% to 50.0% by July 2020

#### **1.4.b Increase the representation of people of color in leadership positions**

Increase the percentage of people of color in exempt and WMS positions from 15.3% to 17.3% by July 2020

#### **1.4.c Our work environment is fair and inclusive**

Increase “People are treated fairly in my workgroup” survey question percent of positive ratings from X% to Y% by January 2020

# Q&A / Discussion



# RESULTS WASHINGTON | Contact information

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